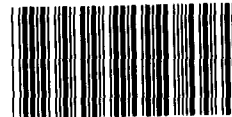




United States
General Accounting Office
Washington, D.C. 20548

General Government Division
B-249145

November 5, 1992



147939

The Honorable Gerry Sikorski
Chairman, Subcommittee on the
Civil Service
Committee on Post Office and Civil Service
House of Representatives

The Honorable Constance Morella
Ranking Minority Member
Subcommittee on the Civil Service
Committee on Post Office and Civil Service
House of Representatives

The Equal Employment Opportunity Commission (EEOC) requires executive branch agencies with 100 or more employees to submit each year information on their equal employment opportunity (EEO) discrimination complaint processing. As you requested, we obtained fiscal year 1988 through 1991 information on EEO discrimination complaints for smaller agencies not included in our work for the Chairman, Senate Committee on Governmental Affairs. That work (see Enclosure I) covered the 35 largest federal agencies and, at the Committee's request, the National Archives and Records Administration.

The EEO discrimination complaint data we obtained covered 42 agencies with employee populations of 100 to 2,500 employees (see Enclosure II). We obtained the agency-reported data from EEOC where available. However, for 5 agencies for certain years, the data were unavailable from EEOC. In these cases, 4 agencies provided the data directly to us and 1 agency was unable to provide the data for the year needed. We did not verify the data. EEOC does check the data for obvious errors, such as items not adding to totals, and had done so for fiscal year 1988 through 1990 data. Essentially, however, the agencies are responsible for the accuracy and completeness of the data.

B-249145

Enclosure III provides the number of complaints, by agency, filed in fiscal years 1988 through 1991. Enclosure IV provides the number of complaints on hand at each agency at the close of fiscal years 1988 through 1991. Enclosure V provides the basis alleged by the complainant, by agency, for complaints filed in fiscal years 1988 through 1991.

Please contact me on (202) 275-5074 or Steve Wozny on (202) 606-1917 if you or your staff have any questions concerning this data.



Bernard L. Ungar
Director, Federal Human Resource
Management Issues

Enclosures - (5)

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ENCLOSURE I

ENCLOSURE I

RECENT GAO EEO WORK FOR THE CHAIRMAN, SENATE COMMITTEE ON
GOVERNMENTAL AFFAIRS

Federal Affirmative Action: Better EEOC Guidance and Agency
Analysis of Underrepresentation Needed (GAO/GGD-91-86, May 10,
1991).

Federal Affirmative Action: Better EEOC Guidance and Agency
Analysis of Underrepresentation Needed (GAO/T-GGD-91-32, May 16,
1991).

Federal Affirmative Employment: Status of Women and Minority
Representation in the Federal Workforce (GAO/T-GGD-92-2, Oct. 23,
1991).

AGENCIES FOR WHICH GAO
REQUESTED EEO DISCRIMINATION COMPLAINT DATA

ACTION

Administrative Office of the United States Courts
Commodity Futures Trading Commission
Consumer Product Safety Commission
Farm Credit Administration
Federal Communications Commission
Federal Election Commission
Federal Emergency Management Agency
Federal Energy Regulatory Commission
Federal Labor Relations Authority
Federal Maritime Commission
Federal Mediation and Conciliation Service
Federal Reserve System
Federal Trade Commission
International Boundary and Water Commission, United States and Mexico
Interstate Commerce Commission
John F. Kennedy Center for the Performing Arts
Merit Systems Protection Board
National Archives and Records Administration
National Credit Union Administration
National Endowment for the Arts
National Endowment for the Humanities
National Gallery of Art
National Labor Relations Board
National Science Foundation
National Transportation Safety Board^a
Office of Management and Budget
Overseas Private Investment Corporation
Panama Canal Commission
Pension Benefit Guaranty Corporation
Railroad Retirement Board
Securities and Exchange Commission
Selective Service System
United States Arms Control and Disarmament Agency
United States International Trade Commission
United States Soldiers' and Airmen's Home
United States Tax Court

(continued)

ENCLOSURE II

ENCLOSURE II

Department of Defense:

Defense Information Systems Agency^b

Defense Nuclear Agency

Office of the Inspector General

Office of the Secretary

Office of Civilian Health and Medical Program of the Uniformed
Services

Uniformed Services University of the Health Sciences

Note: We selected the agencies using Office of Personnel Central
Personnel Data File employment statistics as of September 30,
1990.

*The EEOC has not been requiring the National Transportation
Safety Board to submit complaint processing data but, according
to an EEOC official, that may have been incorrect. Because the
Safety Board has not submitted data, we excluded it from this
work.

^bFormerly the Defense Communications Agency.

**NUMBER OF COMPLAINTS FILED IN FISCAL YEARS 1988 - 1991 BY
AGENCIES WITH 100 TO 2,500 EMPLOYEES**

Agency	Fiscal Years			
	1988	1989	1990	1991
ACTION	5	2	6	5
Administrative Office of the United States Courts	0	3	1	1
Commodity Futures Trading Commission	1	7	3	5
Consumer Product Safety Commission	1	3	1	1
Farm Credit Administration	1	0	0	1
Federal Communications Commission	1	2	6	1
Federal Election Commission	0	0	1	0
Federal Emergency Management Agency	15	6	9	11
Federal Energy Regulatory Commission	5	14	15	5
Federal Labor Relations Authority	0	0	0	0
Federal Maritime Commission	1	0	1	0
Federal Mediation and Conciliation Service	0	1	1	0
Federal Reserve System	2	2	3	3
Federal Trade Commission	2	4	2	1
International Boundary and Water Commission, United States and Mexico ^a	--	--	--	0
Interstate Commerce Commission	1	1	0	1
John F. Kennedy Center for the Performing Arts ^b	--	--	0	0
Merit Systems Protection Board	3	5	11	0
National Archives and Records Administration	32	38	52	45
National Credit Union Administration	6	2	4	5
National Endowment for the Arts	0	0	0	0
National Endowment for the Humanities	1	1	2	1
National Gallery of Art	0	2	2	2
National Labor Relations Board	9	17	15	13
National Science Foundation	5	5	1	4
Office of Management and Budget ^c	--	2	0	2
Overseas Private Investment Corporation	0	2	0	0

ENCLOSURE III

ENCLOSURE III

Agency	Fiscal Years			
	1988	1989	1990	1991
Panama Canal Commission	14	6	16	6
Pension Benefit Guaranty Corporation	3	4	4	0
Railroad Retirement Board	6	5	2	2
Securities and Exchange Commission	9	9	7	16
Selective Service System	1	3	4	1
United States Arms Control and Disarmament Agency	1	0	1	0
United States International Trade Commission	1	2	0	0
United States Soldiers' and Airmen's Home	7	4	3	5
United States Tax Court	0	0	0	0
Defense:				
Defense Information Systems Agency	2	2	6	5
Defense Nuclear Agency	5	4	0	0
Office of the Inspector General	4	1	6	0
Office of Civilian Health and Medical Program of the Uniformed Services	0	4	2	4
Office of the Secretary	4	7	2	11
Uniformed Services University of the Health Sciences	0	0	1	0
Total	148	170	190	157

^aAccording to EEOC, agency began reporting this information for fiscal year 1991.

^bAccording to EEOC, agency began reporting this information for fiscal year 1990.

^cNeither EEOC nor the Office of Management and Budget (OMB) could provide OMB's statistical report on discrimination complaints for fiscal year 1988.

Source: EEOC Reports on Pre-Complaint Counseling and Complaint Processing by Federal Agencies for Fiscal Years 1988 through 1990 and Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1991.

**NUMBER OF COMPLAINTS ON HAND AT THE END OF FISCAL YEARS
1988 - 1991 BY AGENCIES WITH 100 TO 2,500 EMPLOYEES**

Agency	Fiscal Years			
	1988	1989	1990	1991
ACTION	10	5	6	2
Administrative Office of the United States Courts	3	5	2	1
Commodity Futures Trading Commission	3	5	3	3
Consumer Product Safety Commission	3	2	1	2
Farm Credit Administration	5	5	5	0
Federal Communications Commission	1	0	5	6
Federal Election Commission	0	0	1	0
Federal Emergency Management Agency	15	16	15	21
Federal Energy Regulatory Commission	3	14	25	19
Federal Labor Relations Authority	0	0	0	0
Federal Maritime Commission	2	2	3	0
Federal Mediation and Conciliation Service	0	1	0	0
Federal Reserve System	3	3	4	5
Federal Trade Commission	3	3	4	0
International Boundary and Water Commission, United States and Mexico ^a	--	--	--	0
Interstate Commerce Commission	3	3	3	3
John F. Kennedy Center for the Performing Arts ^b	--	--	9	5
Merit Systems Protection Board	3	5	11	3
National Archives and Records Administration	37	50	73	32
National Credit Union Administration	2	3	3	5
National Endowment for the Arts	0	0	0	0
National Endowment for the Humanities	0	0	1	1
National Gallery of Art	0	1	3	2
National Labor Relations Board	4	14	6	12
National Science Foundation	2	3	2	4

Agency	Fiscal Years			
	1988	1989	1990	1991
Office of Management and Budget ^c	--	3	2	4
Overseas Private Investment Corporation	0	1	0	1
Panama Canal Commission	15	12	23	11
Pension Benefit Guaranty Corporation	2	4	4	3
Railroad Retirement Board	6	5	0	1
Securities and Exchange Commission	14	11	10	18
Selective Service System	1	3	2	1
United States Arms Control and Disarmament Agency	1	0	0	0
United States International Trade Commission	3	2	2	1
United States Soldiers' and Airmen's Home	5	5	6	8
United States Tax Court	0	0	0	0
Department of Defense:				
Defense Information Systems Agency	1	3	3	6
Defense Nuclear Agency	14	8	6	4
Office of the Inspector General	4	3	5	3
Office of the Secretary	8	13	6	15
Office of Civilian Health and Medical Program of the Uniformed Services	0	4	6	7
Uniformed Services University of the Health Sciences	0	0	0	0
Total	176	217	260	209

^aAccording to EEOC, agency began reporting this information in fiscal year 1991.

^bAccording to EEOC, agency began reporting this information in fiscal year 1990.

^cNeither EEOC nor OMB were able to provide OMB's statistical report for 1988.

Source: EEOC Reports on Pre-Complaint Counseling and Complaint Processing by Federal Agencies for Fiscal Years 1988 through 1990 and Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1991.

**BASES OF ALLEGED DISCRIMINATION FOR COMPLAINTS IN FISCAL YEARS
1988 - 1991 BY AGENCIES WITH 100 TO 2,500 EMPLOYEES**

**Table V.1: Bases of Alleged Discrimination for Complaints Filed
in Fiscal Year 1988 by Agencies with 100 to 2,500 Employees**

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
ACTION	0	0	1	2	0	1	1
Administrative Office of the United States Courts	0	0	0	0	0	0	0
Commodity Futures Trading Commission	0	0	0	1	0	0	0
Consumer Product Safety Commission	1	0	1	0	1	0	1
Farm Credit Administration	0	0	0	0	0	0	0
Federal Communications Commission	0	0	0	0	0	0	0
Federal Election Commission	0	0	0	0	0	0	0
Federal Emergency Management Agency	0	15	12	1	1	0	0
Federal Energy Regulatory Commission	1	4	2	0	1	0	0
Federal Labor Relations Authority	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	1	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0
Federal Reserve System	0	1	0	1	0	0	0
Federal Trade Commission	0	2	0	0	0	0	0
Interstate Commerce Commission	0	1	0	0	0	0	2
Merit Systems Protection Board	0	2	2	1	2	3	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
National Archives and Records Administration	7	22	13	1	0	6	0
National Credit Union Administration	2	3	2	1	4	1	0
National Endowment for the Arts	0	0	0	0	0	0	0
National Endowment for the Humanities	0	1	1	0	0	0	0
National Gallery of Art	0	0	0	0	0	0	0
National Labor Relations Board	10	7	7	2	10	14	0
National Science Foundation	0	4	0	3	1	3	1
Overseas Private Investment Corporation	0	0	0	0	0	0	0
Panama Canal Commission	6	2	2	6	2	4	0
Pension Benefit Guaranty Corporation	0	3	2	0	0	1	0
Railroad Retirement Board	0	2	4	0	2	1	0
Securities and Exchange Commission	0	2	0	1	2	5	0
Selective Service System	0	0	0	0	0	1	0
United States Arms Control and Disarmament Agency	0	0	1	0	0	0	0
United States International Trade Commission	0	1	0	0	0	0	1
United States Soldiers' and Airmen's Home	0	0	1	0	0	0	0
United States Tax Court	0	0	0	0	0	0	0
Department of Defense:							
Defense Information Systems Agency	0	1	1	0	0	0	0
Defense Nuclear Agency	3	2	5	0	0	0	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
Office of the Inspector General	0	2	1	0	0	1	0
Office of the Secretary	0	3	1	0	0	0	0
Office of Civilian Health and Medical Program of the Uniformed Services	0	0	0	0	0	0	0
Uniformed Services University of the Health Sciences	0	0	0	0	0	0	0
Total	30	80	59	20	26	42	6

Note 1: The International Boundary and Water Commission, United States and Mexico, and the John F. Kennedy Center for the Performing Arts did not report this information for fiscal year 1988.

Note 2: Neither EEOC nor OMB were able to provide OMB's fiscal year 1988 statistical report on discrimination complaints.

Note 3: The total number of bases may be larger than the total number of complaints because complainants often allege more than one basis. Additionally, allegations of reprisal arise out of previously filed complaints.

Source: Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1988.

Table V.2: Bases of Alleged Discrimination for Complaints Filed in Fiscal Year 1989 by Agencies with 100 to 2,500 Employees

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
ACTION	0	0	0	0	0	2	0
Administrative Office of the United States Courts	0	7	7	4	0	4	0
Commodity Futures Trading Commission	1	1	1	0	2	1	1
Consumer Product Safety Commission	2	6	1	2	1	0	1
Farm Credit Administration	0	0	0	0	0	0	0
Federal Communications Commission	0	1	1	0	0	0	0
Federal Election Commission	0	0	0	0	0	0	0
Federal Emergency Management Agency	0	4	1	0	1	0	1
Federal Energy Regulatory Commission	6	14	11	0	0	2	4
Federal Labor Relations Authority	0	0	0	0	0	0	0
Federal Maritime Commission	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	1	0	0	0	0
Federal Reserve System	0	1	1	0	0	0	0
Federal Trade Commission	0	0	2	0	4	0	0
Interstate Commerce Commission	0	1	1	0	0	0	0
Merit Systems Protection Board	0	0	3	0	2	1	1
National Archives and Records Administration	0	27	8	2	2	6	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
National Credit Union Administration	1	0	1	0	0	0	0
National Endowment for the Arts	0	0	0	0	0	0	0
National Endowment for the Humanities	0	0	0	0	0	0	0
National Gallery of Art	1	5	17	0	0	0	3
National Labor Relations Board	1	9	1	0	3	4	0
National Science Foundation	0	1	1	0	0	3	0
Office of Management and Budget	0	2	1	0	0	0	0
Overseas Private Investment Corporation	2	2	0	0	0	1	0
Panama Canal Commission	4	0	2	0	1	4	0
Pension Benefit Guaranty Corporation	0	3	4	0	3	3	0
Railroad Retirement Board	1	8	7	0	0	5	0
Securities and Exchange Commission	3	4	4	5	0	1	0
Selective Service System	0	3	0	0	0	2	0
United States Arms Control and Disarmament Agency	0	0	0	0	0	0	0
United States International Trade Commission	2	1	0	0	1	0	0
United States Soldiers' and Airmen's Home	0	3	3	0	2	0	0
United States Tax Court	0	0	0	0	0	0	0
Department of Defense:							
Defense Information Systems Agency	1	1	0	0	0	0	0
Defense Nuclear Agency	1	3	0	2	1	0	1

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
Office of the Inspector General	0	4	3	0	0	0	0
Office of the Secretary	0	3	2	1	0	1	0
Office of Civilian Health and Medical Program of the Uniformed Services	0	0	3	0	1	0	0
Uniformed Services University of the Health Sciences	0	0	0	0	0	0	0
Total	26	114	87	16	24	40	12

Note 1: The International Boundary and Water Commission, United States and Mexico, and the John F. Kennedy Center for the Performing Arts did not report this information for fiscal year 1989.

Note 2: The total number of bases may be larger than the total number of complaints because complainants often allege more than one basis. Additionally, allegations of reprisal arise out of previously filed complaints.

Source: Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1989.

Table V.3: Bases of Alleged Discrimination for Complaints Filed in Fiscal Year 1990 by Agencies with 100 to 2,500 Employees

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
ACTION	1	0	1	2	2	4	0
Administrative Office of the United States Courts	0	1	0	0	0	1	0
Commodity Futures Trading Commission	0	2	0	0	0	1	0
Consumer Product Safety Commission	3	4	0	3	2	0	0
Farm Credit Administration	0	0	0	0	0	0	0
Federal Communications Commission	0	4	6	0	0	3	0
Federal Election Commission	0	0	0	1	0	0	0
Federal Emergency Management Agency	0	3	4	0	5	1	0
Federal Energy Regulatory Commission	2	32	11	0	12	5	0
Federal Labor Relations Authority	0	0	0	0	0	0	0
Federal Maritime Commission	1	25	0	0	0	0	1
Federal Mediation and Conciliation Service	0	0	1	0	0	0	0
Federal Reserve System	0	2	1	0	2	1	0
Federal Trade Commission	0	1	1	1	0	4	0
Interstate Commerce Commission	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0
Merit Systems Protection Board	1	6	9	0	2	7	0
National Archives and Records Administration	3	48	34	4	3	33	1

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
National Credit Union Administration	3	2	2	2	0	1	0
National Endowment for the Arts	0	0	0	0	0	0	0
National Endowment for the Humanities	0	3	1	0	0	0	0
National Gallery of Art	0	1	0	1	0	0	0
National Labor Relations Board	1	21	4	2	5	12	0
National Science Foundation	0	2	2	0	0	1	2
Office of Management and Budget	0	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0
Panama Canal Commission	4	3	1	4	2	6	0
Pension Benefit Guaranty Corporation	0	9	10	0	1	5	0
Railroad Retirement Board	0	4	1	0	0	0	0
Securities and Exchange Commission	4	3	5	5	1	4	0
Selective Service System	0	12	5	3	3	9	0
United States Arms Control and Disarmament Agency	0	1	0	0	0	1	0
United States International Trade Commission	0	0	0	0	0	0	0
United States Soldiers' and Airmen's Home	1	12	2	0	1	1	0
United States Tax Court	0	0	0	0	0	0	0
Department of Defense:							
Defense Information Systems Agency	1	6	3	3	1	0	0
Defense Nuclear Agency	0	0	0	0	0	0	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
Office of the Inspector General	1	7	3	1	2	4	1
Office of the Secretary	0	1	0	0	0	1	0
Office of Civilian Health and Medical Program of the Uniformed Services	0	0	0	2	0	2	0
Uniformed Services University of the Health Sciences	0	1	0	0	0	0	0
Total	26	216	107	34	44	107	5

Note 1: The International Boundary and Water Commission, United States and Mexico, did not report this information for fiscal year 1990.

Note 2: The total number of bases may be larger than the total number of complaints because complainants often allege more than one basis. Additionally, allegations of reprisal arise out of previously filed complaints.

Source: Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1990.

Table V.4: Bases of Alleged Discrimination for Complaints Filed in Fiscal Year 1991 by Agencies with 100 to 2,500 Employees

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
ACTION	0	10	10	4	8	3	0
Administrative Office of the United States Courts	0	0	0	0	1	0	0
Commodity Futures Trading Commission	1	4	2	1	4	0	0
Consumer Product Safety Commission	0	0	0	0	2	0	0
Farm Credit Administration	0	0	0	0	3	0	0
Federal Communications Commission	0	4	6	0	0	4	0
Federal Election Commission	0	0	0	0	0	0	0
Federal Emergency Management Agency	2	6	1	0	2	5	0
Federal Energy Regulatory Commission	1	3	1	0	3	2	0
Federal Labor Relations Authority	0	0	0	0	0	0	0
Federal Maritime Commission	1	18	17	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0	0
Federal Reserve System	0	2	1	0	0	0	0
Federal Trade Commission	0	0	0	0	1	0	0
International Boundary and Water Commission, United States and Mexico	0	0	0	0	0	0	0
Interstate Commerce Commission	0	0	0	1	0	0	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
John F. Kennedy Center for the Performing Arts	0	0	0	0	0	0	0
Merit Systems Protection Board	0	0	0	0	0	0	0
National Archives and Records Administration	1	43	31	3	4	10	0
National Credit Union Administration	2	2	0	4	7	0	1
National Endowment for the Arts	0	0	0	0	0	0	0
National Endowment for the Humanities	0	2	0	0	0	0	0
National Gallery of Art	0	4	2	0	0	0	0
National Labor Relations Board	6	4	7	4	4	7	1
National Science Foundation	0	8	11	0	3	5	0
Office of Management and Budget	0	1	1	0	1	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0	0
Panama Canal Commission	2	1	0	4	0	2	0
Pension Benefit Guaranty Corporation	0	0	0	0	0	0	0
Railroad Retirement Board	0	2	1	1	1	0	0
Securities and Exchange Commission	6	26	11	0	9	8	0
Selective Service System	0	5	5	0	0	5	0
United States Arms Control and Disarmament Agency	0	0	0	0	0	0	0
United States International Trade Commission	0	0	0	0	0	0	0

Agency	Bases of Alleged Discrimination						
	National origin	Race	Sex	Handicap	Age	Reprisal	Religion
United States Soldiers' and Airmen's Home	2	12	0	1	2	2	0
United States Tax Court	0	0	0	0	0	0	0
Department of Defense:							
Defense Information Systems Agency	0	1	0	3	2	5	0
Defense Nuclear Agency	0	0	0	0	0	0	0
Office of the Inspector General	0	0	0	0	0	0	0
Office of the Secretary	0	6	8	2	1	0	1
Office of Civilian Health and Medical Program of the Uniformed Services	1	0	1	0	0	3	0
Uniformed Services University of the Health Sciences	0	0	0	0	0	0	0
Total	25	164	116	28	58	61	3

Note: The total number of bases may be larger than the total number of complaints because complainants often allege more than one basis. Additionally, allegations of reprisal arise out of previously filed complaints.

Source: Agency Statistical Reports on Discrimination Complaints for Fiscal Year 1991.